



CAREER OPPORTUNITY

POLICE OFFICER

The City of La Mesa continuously accepts applications for Police Officer (Lateral Transfer, Academy Graduate, and Trainee).

Salary: \$4,335 to \$5,807* per month (effective July 1, 2006)
\$4,465 to \$5,981* per month (effective January 1, 2007)
* Top of range includes P.O.S.T. Certification Incentive Step of 10%.

See reverse for additional information, including a summary of City benefits.

Position Summary: Performs a variety of duties involved in the enforcement of laws and the prevention of crimes; controls traffic flow and enforces State and local traffic regulations; participates in and conducts a variety of criminal investigations; provides support and assistance to special crime prevention and law enforcement programs; and performs a variety of technical and administrative tasks in support of law enforcement services and activities.

Police Officer Trainees - Upon hire, Trainees shall attend the San Diego Regional Public Safety Training Institute and complete a P.O.S.T. certified police academy. Trainees shall be enrolled in PERS as Miscellaneous, Non-Safety members. Trainees shall progress to Police Officer upon:

1. Graduation from the police academy, or upon assignment to a field training program after completion of a portion of the academy meeting the requirements of Penal Code Section 832, and;
2. Subscribing to the oath or affirmation required by the California Constitution and administered by a duly empowered official of the City of La Mesa.

Minimum Qualifications: Applicants must be age 21 at the time of application; be a high school graduate, or equivalent; be a U.S. citizen or a permanent resident alien who is eligible for and has applied for citizenship; and have a valid class C driver license. In addition, the following requirements apply:

Police Officer – Lateral Transfer: Any experience as a peace officer in the State of California, or equivalent. Possession of a California P.O.S.T. Basic Certificate, California P.O.S.T. Basic Academy Certificate, or a California P.O.S.T. Basic Course Waiver Certificate.

Police Officer – Academy Graduate: Graduation from a California P.O.S.T. approved police academy. Possession of a California P.O.S.T. Basic Academy Certificate.

Police Officer Trainee: No prior training or experience is required. Specialized training in law enforcement, criminal justice, or a related field is highly desirable.

Examination: The examination process for Police Officer – Lateral Transfer and/or Academy Graduate will consist of an interview with LMPD staff. The examination process for Police Officer Trainee will consist of the P.O.S.T. written examination, a physical abilities test, and an interview with LMPD staff. Eligible candidates will be notified when testing dates have been established.

NOTE: Employment is contingent upon successful completion of a pre-employment medical evaluation, psychological evaluation, and thorough background investigation (includes polygraph examination). The medical evaluation includes an alcohol/drug screen.

To Apply: You must complete and return an original City of La Mesa employment application. Unless specifically stated otherwise in this announcement, all requirements must be met at the time of application; and all required licenses and certificates must be current and attached to the required application materials. Applications are available in the City Hall lobby, on our website at www.cityoflamesa.com, or by calling (619) 667-1181. Application materials may be submitted at the front information counter in the City Hall lobby or mailed to the Human Resources Division.



La Mesa is centrally located in San Diego County, 10 miles from area beaches and 25 miles from Mexico. We are ideally situated to provide convenient access to San Diego County's world-class entertainment and recreation options. Major freeways and public transportation are easily accessible. The City encompasses an area of 9.25 square miles and is home to a residential population of approximately 56,000. The primary and secondary school systems are excellent, and San Diego State University and Grossmont Community College are within a 10-mile radius.

EMPLOYEE BENEFITS – LA MESA POLICE OFFICERS' ASSOCIATION (SWORN EMPLOYEES)

- **RETIREMENT:** The City pays employee and employer contributions to the California Public Employees' Retirement System (CalPERS). The City's contract provides the 3% @ 50 formula, single highest year salary calculation and EPMC benefit. Optional employee participation in Section 457 supplemental retirement plan.
 - **Note:** For employees hired as Police Officer Trainee, Safety retirement benefits do not apply until the employee has completed the police academy and has been sworn-in by the La Mesa Police Department.
- **HEALTH INSURANCE:** The City offers a cafeteria-style plan that provides a fixed dollar amount with which to purchase health and dental insurance. A pre-tax flexible spending account is also available for health and dependent care expenses. City-paid EAP program for employees and dependents.
- **LIFE INSURANCE:** The City provides a term life insurance policy equal to one times the employee's annual salary. Employees may purchase additional coverage at their own expense.
- **VACATION:** Employees earn 80 hours of paid vacation for 1-5 years of service; 120 hours for 6-10 years; 160 hours for 11+ years of employment.
- **HOLIDAYS:** Employees earn 112 hours of paid holiday leave per year.
- **SICK LEAVE:** Employees earn 96 hours of paid sick leave per year.
- **TUITION REIMBURSEMENT:** Tuition reimbursement up to \$1,000 per fiscal year for approved courses is available.
- **COMPUTER LOAN:** After one year of employment, employees are eligible to obtain an interest-free loan, up to \$2,500, to purchase a personal computer.
- **EDUCATIONAL INCENTIVE:** Bonuses for Intermediate P.O.S.T. certificate (5%) and Advanced P.O.S.T. certificate (10%).
- **UNIFORM ALLOWANCE:** \$700 annually.
- **PHYSICAL FITNESS INCENTIVE:** Optional participation in physical fitness testing program earns employees additional time off.

SPECIAL NOTES

- All statements made on applications are subject to investigation and verification. False statements may be cause for disqualification, removal from the eligible list, or discharge from employment.
- The City of La Mesa supports workplace diversity. Women, minorities and disabled persons are encouraged to apply. If you have a disability, which requires reasonable accommodation in order to participate in any portion of the process, please advise the City no less than five working days prior to the requested accommodation. Documentation of the need for accommodation may be required upon receipt of the request.
- The provisions of this announcement do not constitute an expressed or implied contract. Any provision contained in this announcement may be modified or revoked without notice. This announcement contains summary information only. The complete job description may be obtained from the Human Resources Division.

CITY OF LA MESA POLICE DEPARTMENT BACKGROUND INVESTIGATION

DISQUALIFYING FACTORS

- ☐ Any felony conviction. Any conviction in any other state that would have been a felony if committed in California.
- ☐ Any felony charge where you were adjudged by a superior court to be mentally incompetent.
- ☐ Being found not guilty by reason of insanity for any felony.
- ☐ Being a mentally disordered sex offender
- ☐ Any sex acts perpetrated against the will of the other party
- ☐ Any sex acts in which you were an adult and the other party/parties were under the age of 14 years old.
- ☐ Lack of U.S. citizenship (or eligibility).
- ☐ No high school graduation or G.E.D.
- ☐ Being on probation or parole
- ☐ Being adjudged addicted to or in danger of becoming addicted to narcotics.
- ☐ Any DUI conviction within the past three years, regardless of disposition or diversion.
- ☐ More than one adult DUI conviction.
- ☐ Use of any hallucinogenic drug [LSD (acid), PCP (angel dust), psilocybin (mushrooms)].
- ☐ Use of marijuana within the past two years.
- ☐ Suicide attempts.
- ☐ Any misdemeanor conviction within the past two years.

POTENTIAL DISQUALIFYING FACTORS

- ☐ Any drug-related conviction, including a disposition involving diversion.
- ☐ Any adult conviction for a theft or theft related offense within the past five years, including any conviction that was disposed of through diversion.
- ☐ Use of any other drug, other than marijuana, within the past five years.
- ☐ A history of driver's license suspensions or revocations; lack of automobile insurance.
- ☐ Being at fault in three or more traffic collisions within the past five years.
- ☐ Any failures to appear on driving record(s).
- ☐ More than three moving violations in the past three years.
- ☐ Any sale of any drug or narcotic (including marijuana).
- ☐ Use of any injected steroid.
- ☐ Regular use of marijuana or any other illegal drug.
- ☐ Military discipline: Court martial/General or dishonorable discharge.
- ☐ Failing to keep assigned appointments
- ☐ Failure to submit all documentation in a complete, neat and timely fashion.
- ☐ Any false statement or any intentional omission of information, either on the employment application, the personal history statement, the pre-investigative questionnaire, or verbally to the oral board or background investigator.